



# Io Woman

A Publication of the Friends of the Iowa Commission on the Status of Women • Vol. XXXIII, No. 1, January/February 2003

## 2003 Priorities Announced

The Iowa Commission on the Status of Women (ICSW) has proposed as priority areas to the Governor and General Assembly for 2003 the following:

- Increased funding for long-term care workers with assurance that wages of direct care workers are increased to a livable wage and benefits are affordable. (Aging Issues and Long-Term Care)
- Increase in the number of required hours to become a Certified Nurse Aide from 75 to 90. (Aging Issues and Long-Term Care)
- Legislative action on child care in Iowa with a focus on employment-related child care issues – see page 2 for a complete list. (Economics)
- Establishing a vehicle for 12 weeks of partial wage compensation for a person taking parental leave for the birth or adoption of a child. (Economics)
- Increase in the minimum wage. (Economics)
- Amending the Iowa Civil Rights Act to prohibit discrimination on the basis of sexual orientation. (Equality)
- Continued funding of family planning services through TANF at \$1.2 million and consider a \$200,000 increase to fully fund the program for one year. (Health)
- Continued commitment and agreement made with Iowa communities to fund comprehensive adolescent pregnancy prevention and services for pregnant and parenting teens at the current \$1.3 million level. (Health)
- Parity for mental health and substance abuse care coverage. Private and public health insurance should be required to provide benefits for the same treatment

--continued on page 5

## ICSW Adopts Legislative Proposals for Governor and General Assembly

As a state agency, the Iowa Commission on the Status of Women (ICSW) works to eliminate inequities for women by advocating for changes in state laws, by supporting studies in important areas, and by championing gender-specific changes within state government.

To do that, the ICSW annually submits proposals to the Governor and General Assembly. Following are the 2003 Legislative, Administrative, and Study Proposals. During the 2003 Session, the ICSW will support or oppose legislative action that relates to any of the proposals. Please note that proposals are not in order of importance.

### LEGISLATIVE PROPOSALS

#### Aging Issues and Long-Term Care

*In 1999, Iowa ranked second in the percentage of population over 85 years of age, fourth in the percentage of population over 75 years of age, and fifth in the percentage of population over 65 years of age. Of those over age 65, 59 percent in Iowa are women. As the baby boom generation gets older, the need for both paid and unpaid caregivers will increase. A 2001 ICSW study on CNA wages and benefits found that 73 percent earn under \$10 with few benefits and high turnover. The typical family caregiver is a married woman in her mid-forties to mid-fifties, works full-time outside of the home, and spends an average of 18 hours per week on caregiving. To address the needs of paid and unpaid caregivers*

*for dependent adults, the ICSW supports:*

1. Increased funding for long-term care workers with assurance that wages of direct care workers are increased to a livable wage and benefits are affordable. (Priority)
2. Legislation to assure protection of vulnerable persons who are being abused but who do not fit within Iowa's current criteria.
3. Amendment of state tax policy in the Code of Iowa Chapter 422.9(2)(e) regarding tax deduction to include spouse, brother, and sister for whom in-home care is given.
4. Continued funding of Iowa CareGivers Association project to maintain and expand Certified Nurse Assistant (CNA) Recruitment and Retention Program and advocacy efforts for direct care workers.
5. Legislative action on direct care workers' education in Iowa, including:
  - a. An increase in the number of required hours to become a Certified Nurse Aide from 75 to 90. (Priority)
  - b. Establishment of continuing education standards for direct care workers that are linked to maintaining their certification.
  - c. Standardization of direct care worker educational opportunities for advancement that become part of the workers permanent credentials and are recognized at the state level.
  - d. Creation of a scholarship program for direct care workers for advanced CNA, Advanced Alzheimer's, CNA Mentor, and other standardized programs within the field of direct care.

6. In effort to be more cost-effective in the provision of long-term care for those in need of services provided by state institutions, any legislation to close the state institution must consider the availability of alternative services for those in need of this long-term care.

## Economics

*In 2000, 62.7 percent of women age 16 and older were in Iowa's workforce, which represented 47.4 percent of the total workforce. According to the wage study released that same year, Iowa women made 73 cents for every \$1 a man made. The study also found that 64 percent of female respondents reported annual wages of \$25,000 or less while 66 percent of males reported wages over \$25,000. To address the economic needs of Iowa women, the ICSW supports:*

1. Development of a plan for extending a comparable worth policy to all public employees in Iowa, with state assistance to local government entities in conducting comparable worth studies and a plan for making state revenue-sharing monies at future dates contingent upon adopting comparable worth pay schedules for local government employees.

2. A requirement that credit be given for skills developed through volunteer and homemaker work experience for purposes of qualifying for hiring and promotion in all personnel selection systems in Iowa state government, its political subdivisions, and all businesses/parties that contract with the state government.

3. Legislative action on child care in Iowa with a focus on employment-related child care issues, including: (Priority)

a. Measures designed to guarantee affordable, quality child care, in particular for women seeking training and/or employment;

b. A child care and/or preschool subsidy for every Iowa family below 85% of the state median income;

c. Adequate compensation, including benefits, for child care workers;

d. Need-based child care centers of

adequate size at state educational institutions;

e. Improved supply of quality child care by increased funding for local Child Care Resource and Referral services for programs such as providing parent/consumer information and odd hour, out of school time, and infant and toddler care;

f. A professional development system for child care/preschool workers of prerequisite and on-going training, and a process for credentialing workers;

g. Requirement that all child care/preschool settings be licensed and registered and adhere to standards that ensure quality care and experiences.

h. Reimbursement of child care providers actual/full cost of care;

i. Increase in matching funds by an additional \$1.8 million to allow DHS to drawn down \$3.2 million more from the Child Care Development Fund.

4. Continued funding for displaced homemakers/Iowans in Transition program grants through the ICSW at no less than the FY03 level of \$106,000. (FY01 level was \$185,000 and \$155,000 in FY02).

5. Establishing a vehicle for 12 weeks of partial wage compensation for a person taking parental leave for the birth or adoption of a child. (Priority)

6. Development of a plan to achieve pay equity for employees in private industry furthering the goal of eliminating wage discrimination on the basis of gender.

7. Increase in teacher pay.

8. Increase in the minimum wage. (Priority)

9. Funding directed specifically toward low income women, allowing them to become home owners.

## Equality

*The 2002 Status of Iowa Women Report documents the need for continuing to improve the quality of life for women in this state. To achieve equality while improving the status of women, the ICSW recommends:*

1. State funding to provide staff and support for the provision of technical assistance on educational equity for

school districts and to monitor implementation of Iowa's multicultural, gender-fair curriculum requirement as well as Title IX.

2. Gender balance on boards and commissions of political subdivisions of the state.

3. Provision of English as a Second Language adult education.

4. Amending the Iowa Civil Rights Act to prohibit discrimination on the basis of sexual orientation. (Priority)

## Health

*Good health is essential to leading a productive and fulfilling life and to participating fully in the economic, social, and political life of the state. It requires safe and healthful physical and social environments, sufficient incomes, safe and adequate housing, proper nutrition, preventive treatment, and education on maintaining healthful behaviors. It is an irony that many health care workers do not earn enough to afford their own health care coverage. To increase the quality of health in women, the ICSW supports:*

1. Focusing on health care reform until health care coverage is accessible to all Iowans.

2. Full funding and implementation of the State's Children's Health Care Initiative (*hawk-i*), with consideration of available options including coverage of parents.

3. Expansion of Medicaid coverage to include parents of eligible children.

4. Continued funding for statewide chlamydia screening and treatment program.

5. Access to mammography, colposcopy, and screening for diabetes for low-income women without Medicaid.

6. Mandated insurance coverage for physician-recommended mammography for women with a family history of breast cancer.

7. Continued funding for follow-up treatment when screening for breast and cervical cancer indicates abnormalities.

8. Continued funding of family planning services through TANF at \$1.2 million and consider a \$200,000 increase to fully fund the program for one year. (Priority)

9. Access to all reproductive health care options for women as currently available.
10. Increased funding to programs for quality substance abuse treatment.
11. Increased reimbursement rate under Title XIX for dentists to care for children in WIC and Head Start programs.
12. Continued commitment and agreement made with Iowa communities to fund comprehensive adolescent pregnancy prevention and services for pregnant and parenting teens at the current \$1.3 million level. (Priority)

## Insurance

*In recognition of the needs of all persons to insure against the risks related to disability, retirement and death, and in particular noting the needs of persons following divorce or disability or death of a spouse, the ICSW supports:*

1. Elimination of discriminatory practices on the basis of gender or marital status in the issuance or operation of any type of insurance policy, plan, program, or coverage, including but not limited to rates, payments, or benefits; for example, exclusion of obstetrical care for unwed dependents.
2. Continuing to reform health insurance coverage for the uninsured and underinsured.
3. Broadening the law that prohibits insurers from unlawful discrimination on the basis of domestic violence.
4. Expansion of relationship definition for family coverage insurance to include extended family members.
5. Parity for mental health and substance abuse care coverage. Private and public health insurance should be required to provide benefits for the same treatment of biologically-based mental illnesses under the same terms and conditions as for other illnesses. (Priority)

## Justice

*Women in Iowa have unique needs relative to the administration of justice in all areas, including legal assistance. The female prison population in Iowa is on the rise, climbing from fewer*

*than 100 in 1985 to 642 at midyear 2001. The ICSW supports:*

1. Strengthening and expanding community based corrections for people convicted of nonviolent and non-person crimes.
2. Restoration of state funding as a line item of \$950,000 for the Legal Services Grants Program administered by the Office of the Attorney General
3. Addressing child support issues, including:
  - a. Amendment to *Code of Iowa* Chapter 633.425 classifying unpaid child support first in payment of debts of an estate; and
  - b. Providing legal representation for persons seeking child support.
4. Elimination of mandatory sentencing and the 85% time served laws and restoring more discretion in sentencing for judges. (Priority)
5. Intensive residential community-based facility for drug offenders on probation.
6. Restricting all 100 placements at the Iowa Juvenile Home to females.
7. Continuation of Court Appointed Special Advocate (CASA) program.
8. Funding for improved educational and career and technical training for women throughout Iowa's correctional system. Training for women and men should include parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies.
9. Automatic restoration of voting rights for ex-felons upon completion of sentence and parole. (Priority)
10. Establishing and funding additional restorative justice programs.

## Violence Against Women

*Since 1990, 103 Iowa women and 11 Iowa men have been killed by their partners. In fiscal year 2001, 18,300 victims of domestic violence were served by programs receiving state dollars. That same year, 3,031 adult, teenage, and child survivors of sexual assault sought services from Iowa's sexual assault crisis centers. In light of the number and degree of violent*

*incidents committed against women, the ICSW supports:*

1. Restoration of funding for domestic violence and sexual assault programs as a line item in the state budget. (Priority)
2. Amending *Code of Iowa* Chapter 724.26, so that state law is the same as the federal law that prohibits persons who have committed domestic violence or who are subject to a no-contact order from possessing firearms.
3. Clarifying the definition of intent in *Code of Iowa* Chapter 709.1, Section 1, so that sexual gratification need not be proven as an intent of the sexual assault offender.
4. Amending *Code of Iowa* Chapter 709.17 to prohibit requests for polygraph testing of rape victims.
5. Legislation to allow domestic violence victims to collect unemployment compensation if they are afraid to go to work after a documented domestic violence incident or forced to leave their jobs to assure their safety.
6. Legislation requiring community colleges, university campuses, and private postsecondary school premises to prescribe policies and procedures for handling sexual assault.
7. Lowered penalty for the use of false documents from a felony to an aggravated misdemeanor for battered immigrant women.
8. Amending *Code of Iowa* Chapter 701 to address the admissibility of evidence of prior sexual abuse offenses.

## Welfare Reform

*To endorse Iowa's efforts to reform the welfare system, particularly to make services available that promote economic self-sufficiency, the ICSW supports:*

1. Full funding for child care, education, and training for Family Investment Program (FIP) participants through the maintenance of effort requirement for Temporary Assistance for Needy Families (TANF).
2. Increased grant level for the Family Investment Program (FIP).
3. Continued medical coverage for former welfare recipients beyond the one-year

limit to cover the gap between leaving public assistance and becoming totally self-sufficient.

4. Continued funding for the Family Development and Self-Sufficiency (FaDSS) program.
5. Full funding of the Emergency Assistance Program. (Priority)
6. Restoration of \$400,000 appropriation to the Homeless Shelters Operations Grant (HSOG) through the Department of Economic Development.
7. Dedication of revenue from real estate transfer tax to fund homeless shelters, low income housing, and rehabilitation.
8. A state housing trust fund compatible to federal proposal.

## **ADMINISTRATIVE PROPOSALS**

The ICSW supports:

### **Aging Issues and Long-Term Care**

1. Elimination of the nurse aide “challenge test.”

### **Economics**

1. Promotion of state/federal dependent care pre-tax deductions for in-home day care, in-home nursing care, child day care, adult day care, and household services in conjunction with day care.
2. Promotion of earned income tax credit.
3. Amending the state plan for implementing the Workforce Investment Act to include a strong initiative for training women for nontraditional, higher-paying jobs.
4. Recommending CEUs for conferences or workshops which deal with the financial advice and possible adverse consequences of practices dealing with wills and trusts for women.
5. Policies that promote job sharing and flex-time in employment.
6. Partner with the Iowa Finance Authority in an effort to educate Iowa women on the opportunities available for down payment assistance and low interest rate mortgages.
7. Raise awareness among Iowans of issues impacting home ownership among

minority and immigrant populations, particularly those adversely affecting women and children.

### **Education**

1. Continuation of affirmative strategies to promote opportunities for women and minority persons in educational administration, which in turn results in role models for students and a vehicle for change in the educational environment.
2. Increased educational support for programs that encourage females and minority students to study mathematics, science, and technology at all levels as well as to pursue careers related to mathematics, science, and computer technology.
3. Promotion of female participation in educational programs leading to nontraditional, higher-paying jobs.
4. Infusion of equity training and strategies for effectively working with diverse learners into the college level preparation programs for school administrators, teachers, counselors, and coaches. (To supplement, not replace the current human relations courses.)
5. Incentives for males and minorities to enroll in programs for training elementary education teachers and secondary family and consumer science teachers, and for females and minorities to enroll in programs of training for secondary industrial technology, mathematics, and science teachers.
6. Encouragement for school districts to use methods and resources already at their disposal to gain equitable treatment for young women and men and to ensure quality educational environments that ensure that all students achieve to their maximum potential.

### **Government**

1. Making services through the Department of Human Services (DHS) more accessible and understandable particularly emphasizing the need for advocates for clients of DHS.
2. Continuing redesign of the delivery system for financial assistance services so that families are served more quickly

and effectively, which includes one point of entry.

### **Health**

1. Promotion of prenatal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.
2. Guaranteed eligibility, upon approval of a Medicaid waiver, for family planning services up to 24 months after a pregnancy has ended.
3. Monitoring managed care for substance abuse and mental health treatment to insure that specific needs of women, including aftercare, are met.
4. Monitoring the delivery of services through Empowerment Zones, to assure that needs of families are being met.
5. Encouraging the state to apply for a federal waiver to allow state employees access to the *hawk-i* program.
6. Education on the illegality of female genital mutilation (AKA female circumcision).

### **Justice**

1. Monitoring the implementation of the Iowa Supreme Court’s Equality in the Courts Task Force’s final recommendations.
2. Continued education of judicial nominating commission members regarding the need to increase the number of women and minorities in the Iowa judiciary, and encouragement of judicial nominating commission members to give weight and consideration to relevant background and experience in the selection of candidates.
3. Improvement of the procedures for enforcement of financial settlements, including alimony and other judicial decisions.
4. Improvement of visiting policies for families at the Iowa Correctional Institution for Women, including monitoring the opening of the new visiting room.
5. Educating judges about the current law and problems created by nonpayment of support.
6. Monitoring the practice of telephone

rebates at the Iowa Correctional Institution for Women.

7. Expansion of the Star Therapeutic Community Program currently in use at the Iowa Correctional Institute for Women.

8. The mediation/arbitration approach to child custody except in cases where domestic violence or child abuse are involved.

### Violence Against Women

1. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts' and Communities' Response to Domestic Violence.

## STUDY PROPOSALS

The ICSW supports:

1. Study of issues related to the awarding of guardianships, conservatorships, and designation of other substitute decision-makers, taking into account the rights and needs of the parties involved.

2. Study of cost effectiveness of paying higher wages to CNAs in order to reduce turnover rate.

3. Study by the Consumer Protection Division of the Attorney General's Office and/or other appropriate agency of check-cashing centers and currency exchanges, payday loans, rent-to-own operations, pawn shops, and warranties for used cars, to ascertain extent of victimization of the working poor.

4. Study of materials to determine whether financial advisors are being encouraged to sell products (e.g. insurance, trusts, annuities) based on gender assumptions such as the incompetence or unwillingness of women to handle financial affairs.

5. Review of treatment of mental health patients in the judicial system and in health care.

6. Study of the need for substance abuse training for nurses.

7. Study of the compensation for workers in treatment programs for adolescent females.

8. Study a mechanism to expedite the reunification of parents with children taken away by the Department of Human Services.

9. Study of issues related to child custody, including judicial discretion, rulings of Iowa judges, consideration of primary caregiver presumption, and consideration of shared custody presumption.

10. Study of same-gender staffing policies for prisoners in other states related to privacy issues.

11. Study of the problems women offenders face when they are released from prison and re-enter a community in order to evaluate appropriate and meaningful solutions.

12. Study to change the law to lower the number of years required between applications for commutation and the factors required for consideration of accepting the request.

13. Study to determine the scope and nature of mandatory training in gender specific services for appropriate staff at all state agencies involved in juvenile justice as well as any juvenile justice agency that receives state funds.

14. Review of the statute of limitations in prosecution for child sexual abuse.

15. Study regarding the elimination of parental rights of a man who impregnates a woman in the course of rape.

16. Study a mechanism for storage of rape kits.

17. Study by Iowa Department of Public Health on sickle cell anemia, diabetes, infant mortality and keloid treatment in African-Americans.

18. Study to compare treatment of female and male athletes in Iowa high schools and Iowa high school athletic associations.

The 80th General Assembly begins January 13. To learn more about what issues and bills the Legislature is considering, point your browser to <[www.legis.state.ia.us](http://www.legis.state.ia.us)>. To reach your Senator, call 515/281-3371 and 515/281-3221 to reach your Representative. To keep track of issues pertaining to the ICSW, go to our legislation page at <[www.state.ia.us/dhr/sw/legis.html](http://www.state.ia.us/dhr/sw/legis.html)>. Look in future issues of the *IoWoman* for legislative updates.

**Priorities** (continued from page 1) of biologically-based mental illnesses under the same terms and conditions as for other illnesses. (Insurance)

- Elimination of mandatory sentencing and the 85% time served laws and restoring more discretion in sentencing for judges. (Justice)

- Automatic restoration of voting rights for ex-felons upon completion of sentence and parole. (Justice)

- Restoration of funding for domestic violence and sexual assault programs as a line item in the state budget. (Violence Against Women)

- Full funding of the Emergency Assistance Program. (Welfare)

## Women In the Office

The bad news: on the overall count of females serving as state senators or representatives, Iowa is down one woman to 32 after the last election.

The good news: women are in leadership roles. Mary Kramer (West Des Moines) will continue as President of the Iowa Senate. Nancy Boettger (Harlan) will be one of five assistant majority leaders while Amanda Ragan (Mason City) will be one of four assistant minority leaders in the Senate. Elizabeth "Libby" Jacobs (West Des Moines) will continue as the majority whip in the Iowa House and Carmine Boal (Ankeny) will be one of four assistant majority leaders. Polly Butka (Clinton) and Mary Mascher (Iowa City) will be two of the four assistant minority leaders in the Iowa House.

### Welcome back to earth, Peggy Whitson!

Dr. Peggy Whitson, a native of Mt. Ayr, Iowa, has returned to earth. Since June 7, she has been living and working aboard the International Space Station. She returned to earth on December 7.

## Annual *Whispers & Screams* Conference will discuss peace for girls

*Whispers & Screams are hard to hear:* Creating an Audience for Girls' Voices is an annual conference sponsored by the Iowa Gender-Specific Services Task Force. Previous *Whispers & Screams* programs and the discussion they generated helped to define what it means to provide equal services for girls "at-risk" or involved with the juvenile justice system, by recognizing that their needs are different from those of boys. The conference has brought girls' voices and experiences to the forefront and disseminated information for gender-specific programming that has been implemented across the state.

The theme of the 2003 conference, Peace for Girls, will bring together key stakeholders in Iowa's juvenile justice system, professionals involved with at-risk girls, and other forward-thinking individuals who are committed to comprehensive system change that makes gender equity for girls a priority. Towards that end, this year's *Whispers and Screams* will provide keynote presentations and workshops

for those interested in exploring ways to increase the peace in girls' lives.

In addition to basic and advanced workshops on gender-specific program planning, *Whispers & Screams* will continue to offer attendees specific information on female adolescent development and experiences, as well as tools for working with girls involved with or at risk for involvement with the juvenile justice system.

Courageous Advocacy Awards will once again be presented. Nomination forms are now available on the ICSW web site and will also be published with the registration brochure.

This year's conference will be held on May 1<sup>st</sup> and 2<sup>nd</sup> at the Holiday Inn Gateway Center in Ames, Iowa. Registration fees vary. To receive registration information by mail, please contact Kathy Nesteby at 515/281-6915 or 800/558-4427, or by e-mail at [Kathy.Nesteby@dhr.state.ia.us](mailto:Kathy.Nesteby@dhr.state.ia.us). Registration information will also be available in late winter from our web site: [www.state.ia.us/dhr/sw/girls.html](http://www.state.ia.us/dhr/sw/girls.html).

## Women You Know, Women You Want to Meet

For the past four years, an eclectic group of fascinating women have gathered on cold February nights to enjoy a glass of wine and to delight in the pleasure of each other's company. Community activists, business professionals, political veterans, and a political novice or two have found their ways to Women You Know, Women You Want to Meet and had the pure pleasure of great conversation.

The next Women You Know, Women You Want to Meet will be on Tuesday, February 11, 2003 from 5:30 p.m. to 7:30 p.m. in West Des Moines.

This annual gathering is a fundraising event for the Friends of the Iowa Commission on the Status of Women, helping support the commission's bimonthly publication *IoWoman*, and other projects. Friends, through events like this, helps support ICSW's noble and honorable mandates.

Cosponsors of the event (at the time of publication) include: Mary Sconiers Chapman, Joy Corning, Betty Durden, Fran Fleck, Betty Grundberg, Jean Haugland, Liz Kruidenier, D. J. Newlin, Mary M. Riche, Suzanne O'Dea Schenken, Dawn Taylor, Margi Weiss, and Connie Wimer.

Cost for the event is a tax-deductible charitable contribution of \$30 and you can bring a guest for \$20. Please send your gift, along with the enclosed form by February 5, 2003. Checks should be made payable to Friends of ICSW.



## Women You Know, Women You Want to Meet



I can hardly wait for February 11! Spending an evening with a group of wonderful women sounds grand to me. Cost of the event is \$30. Enclosed is my check for \$\_\_\_\_\_.

This sounds like so much fun, I want to bring guests!  
(Price for each guest is \$20). Enclosed is my check for \$\_\_\_\_\_.

Name of guest(s): \_\_\_\_\_

\_\_\_\_\_ I would love to attend, but am unable. Have fun! Enclosed is my gift of \$\_\_\_\_\_.

Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Mail to Friends of ICSW, Lucas State Office Building, Des Moines, IA 50319

# Calendar of Events

## January

- 3 Iowa Gender-Specific Services Task Force.** 10 a.m.-12 noon, Urbandale Public Library, Urbandale. Kathy Nesteby, ICSW, 515/281-6915, 800/558-4427, or kathy.nesteby@dhr.state.ia.us.
- 20 14th Annual Dr. Martin Luther King, Jr. Holiday Ceremony, "Remember, Celebrate, Act."** 10:45 a.m. to 12 p.m., State Historical Building, Des Moines. Free and open to the public. Kim Cheeks, Iowa Commission on the Status of African Americans, 515/281-3274 or kim.cheeks@dhr.state.ia.us.
- 21 Friends of Iowa Women Prisoners.** 12 noon. Wesley United Methodist Church, 800 East 12 Street, Des Moines. Bring a brown bag lunch and your concerns about women in the Iowa correctional system. Anyone interested is welcome. 515/283-1911.
- 22 Choice Dinner.** 6-9 p.m., Iowa Memorial Union, University of Iowa, Iowa City. Guest speaker is Judy Norigian, co-editor of the original *Our Bodies, Ourselves* book. Emma Goldman Clinic, 319/337-2112.
- 24 Write Women Back Into History Essay Contest postmark deadline.**
- 25 I'll Make Me A World in Iowa Celebration Day.** 10 a.m. - 6 p.m. State Historical Building, Des Moines. Free. For more information, call 515/707-1692 or visit <www.worldiniowa.org>.
- 30 Insights from the Women of Des Moines Luncheon.** 11:30 a.m.-1 p.m., Hoyt Sherman Place, Des Moines. \$20. Speaker: Anita Walker. Chrysalis Foundation, 515/255-1853, pdavis@chrysalisfdn.org or <www.chrysalisfdn.org/events>.
- 30 Women and Money: Paying for Kids' Education.** 6:30-8:30 p.m. Meeting Room A, Iowa City Public Library. Iowa Women's Foundation, 319/337-4222 or lisa@iawf.org.
- 31-1 Take Care...Lessons in Family Caregiving.** Bright Center, West Des Moines. \$45. Hospice of Central Iowa, Mary Hall, 515/271-1310.

## February

### African American History Month

**Mid-February through May** The Archives of Women in Science and Engineering (Iowa State University Library) will be hosting a national traveling exhibit, *Petticoats and Slide Rules, SWE: A History of Women Engineers*. The exhibit, created by the Society of Women Engineers Archives of Wayne State University, will be on display in the main Iowa

State University library lobby. For more information, contact Tanya Zanish-Belcher, 515/294-6648 or tzanish@iastate.edu.

- 5 Making Our Schools Safe for GLBT Students Public Forum.** 6:30-8:30 p.m. City Hall, Ames. GLBT Youth in Schools Task Force. For more information, contact Alicia at 515/440-0773 or Maria at mwatermanlaw@mchsi.com.
- 7 Coffee with Chrysalis: Social Justice Advocacy – Making Change.** 7:30-8:30 a.m., Plymouth Congregational United Church of Christ, Des Moines. Free. RSVP to Chrysalis Foundation, 515/255-1853, pdavis@chrysalisfdn.org or <www.chrysalisfdn.org/events>.
- 7 Iowa Gender-Specific Services Task Force.** 10 a.m.-12 noon, Urbandale Public Library, Urbandale. Kathy Nesteby, ICSW, 515/281-6915, 800/558-4427, or kathy.nesteby@dhr.state.ia.us.
- 11 Women You Know, Women You Want to Meet.** See page 6 for more information.
- 19 Voices of Mid-life & Older Women Meeting.** 6 p.m. Mama Laconas, Urbandale. Althea Rausch, 515/222-1114.
- 20 Iowa Commission on the Status of Women Meeting.** Time and location to be announced. Free and open to the public. Call or write for special accommodations, 800/558-4427, 515/281-4461 or dhr.icsw@dhr.state.ia.us.
- 20-21 Opening the Doors: Leading the Way Equity Seminar.** Airport Holiday Inn, Des Moines. Fee varies. Iowa Department of Education. For information, contact Jane Meyer at 515/271-9476 or myerj4300@aol.com.
- 30 Women and Money: Home Buying.** 6:30-8:30 p.m. Meeting Room A, Iowa City Public Library. Iowa Women's Foundation, 319/337-4222 or lisa@iawf.org.

## Upcoming

- March 7 Iowa Gender-Specific Services Task Force.** 10 a.m.- 12 noon, Urbandale Public Library, Urbandale. Kathy Nesteby, ICSW, 515/281-6915, 800/558-4427, or kathy.nesteby@dhr.state.ia.us.
- March 20-21 Beyond Rubies, A Woman's Conference 2003.** Kirkwood Community College. Fee varies. To receive a brochure, call 800/332-2055 x.5529.
- May 1-2 Whispers & Screams are hard to hear. Chapter 7. World Community: Peace for Girls.**

# Bits and Pieces

The ICSW extends a thank you to *ex officio* commissioners Senator Gene Maddox and Representative Betty Grundberg. Senator Maddox has served on the ICSW since 1998 while Representative Grundberg has served since 1994.



Give your paycheck a boost! You may be eligible to pay less taxes and get more money in return this tax season. The federal earned income tax credit is eligible to families and individual taxpayers based on income and the number of children in the household. More information is available on the IRS website, <www.irs.gov>.



Every employee has the right to a workplace free from harassment. A key component in **preventing harassment** is having each employer develop and implement a policy which prohibits

harassment in the workplace. Does your company have a sexual harassment policy? Is it posted or somehow available to each employee? Is it enforced? Is there an assurance that there will be no retaliation against a person for reporting harassment? Is it communicated to all employees? Help stop sexual harassment in the workplace, in housing or in educational settings. Further information and a sample policy can be obtained from the ICSW web site at <www.state.ia.us/dhr/sw>.



The **Write Women Back Into History Essay Contest** guidelines have been e-mailed to several middle school teachers. Ask your school to get involved! Guidelines can be found at <www.state.ia.us/dhr/sw>. Deadline is January 24, 2003.



Jill June, president and CEO of Planned Parenthood of Greater Iowa, was named

one of Ms. Magazine's "Women of the Year" for protecting patients' right to privacy by refusing to turn over the medical records of the Storm Lake clinic patients.



The Jeannette Rankin Foundation (JRF) awards **scholarships** annually to women thirty-five years of age and older who through undergraduate or vocational education are seeking to better themselves, their families, and their communities. To view applicant criteria or to apply, go to <www.rankinfoundation.org/apply.htm>.



**Appointment resumes** for women who are interested in serving on a state board or commission are available through the Iowa Commission on the Status of Women, 515/281-4461, 800/558-4427, or dhr.icsw@dhr.state.ia.us. A complete listing of boards can be found at <www.iowai.net/iowa/governor/boards>.

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**Friends of the Iowa Commission  
on the Status of Women**  
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Des Moines, IA 50319  
**Telephone:** 515/281-4461 or 800/558-4427  
**Fax:** 515/242-6119  
**E-mail address:** dhr.icsw@dhr.state.ia.us  
**Website:** http://www.state.ia.us/dhr/sw

ADDRESS SERVICE REQUESTED

Enclosure of items in the newsletter does not necessarily connote endorsement by the Friends of the ICSW or by the ICSW. All information must be mailed or faxed to the ICSW no later than the 15th day of all even numbered months. The use of any submitted material is at the discretion of the editor. The *IoWoman* is mailed six times per year to 8,600 persons or organizations.



Suzanne O'Dea Schenken, President • Charlotte Nelson, ICSW Executive Director • Lori M. SchraderBachar, Editor

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